

Adaline Lubowitz

adaline_lubowitz18@hotmail.com | 578.355.3765 x781 | Loyalside, Brunei Darussalam | https://linkedin.com/in/Adaline_Lubowitz

PROFILE

Proven HR Manager experienced at scaling teams and processes across startup, comfortable working cross-functionally.

CORE SKILLS

Talent

Employer Branding • Sourcing • Recruitment

Operations

Payroll Coordination • Benefits Administration • HRIS (Workday/BambooHR)

People Practices

Performance Management

Compliance

Diversity & Inclusion • Workplace Investigations

WORK EXPERIENCE

HR Business Partner — McLaughlin and Sons (2022 - Present)

- Rolled out benefits and L&D programs that increased retention in key teams by 7%.
- Implemented a performance review program which improved engagement scores by 10 points.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 183 roles across EMEA/US, reducing time-to-hire by 28%.

HR Business Partner — Lindgren - Treutel (2014 - 2022)

- Implemented a performance review program which improved engagement scores by 16 points.
- Managed complex employee relations issues and maintained compliance with local employment law.

HR Business Partner — Schulist, Spencer and Skiles (2015 - 2020)

- Rolled out benefits and L&D programs that increased retention in key teams by 23%.
- Led recruitment for 106 roles across EMEA/US, reducing time-to-hire by 21%.
- Implemented a performance review program which improved engagement scores by 11 points.
- Managed complex employee relations issues and maintained compliance with local employment law.

Talent Acquisition Manager — Powlowski - Rippin (2022 - 2024)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 10%.
- Implemented a performance review program which improved engagement scores by 10 points.
- Led recruitment for 137 roles across EMEA/US, reducing time-to-hire by 24%.

Talent Acquisition Manager — Yundt, Haley and Shields (2023 - 2025)

- Implemented a performance review program which improved engagement scores by 9 points.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 31 roles across EMEA/US, reducing time-to-hire by 37%.
- Rolled out benefits and L&D programs that increased retention in key teams by 18%.

EDUCATION

B.A. Business Administration, Franey - Ryan Institute (2017)

CERTIFICATIONS

- PHR

PROJECTS

casso vomer - Diverse impactful policy

constans vulgus deripio - Profound intangible workforce <https://steel-willow.com>